

MDT Civil Rights Bureau

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THE DBE NEWSLETTER

MONTANA DEPARTMENT OF TRANSPORTATION

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Promoting the growth of Disadvantaged Business in Montana

January 2005

Upcoming Dates WORKSHOPS

- ✓ **Contracting Opportunities with City of Billings Airport and MET Transit, Montana Highway Department**
Billings, MT January 20, 2005
- ✓ **MDT Construction Environmental Permitting Workshop**
Helena, MT—January 25, 2005
- ✓ **MDT Erosion Control Introductory Workshop**
Helena, MT - January 26, 2005
- ✓ **Government Contracting Workshop**
Helena, MT—February 10, 2005

For more information on these workshops go to:

www.mdt.state.mt.us/civilrights/business_train.shtml

Way to Go! ★

Notable prime contractors' teaming with DBE companies on current highway construction projects:

Riverside Contracting, Inc. 7.1%
Polson East

Helena Sand & Gravel, Inc. 10.1%
Safety Improvement North of Helena

THANK YOU
for your commitment to the DBE Program !

HAPPY NEW YEAR

NEW MDT DIRECTOR

Jim Lynch



Welcome aboard Jim!

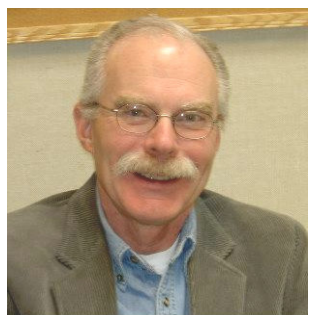
Governor Brian Schweitzer has appointed Jim Lynch as the Montana Department of Transportation Director. Governor Schweitzer stated “The roadways are the lifelines of Montana, and I am honored to be appointing Jim Lynch, a man who has built roads and managed

Jim comes to the department with many years of highway experience and looks forward to serving in his new role as Montana’s Director of Transportation.

MDT TRIBAL LIAISON OFFICER

Russ McDonald

We are pleased to announce the selection of **Russ McDonald** for the Tribal Coordinator position and welcome him to the director's office staff. The Human Resources Administrator position will be advertised as soon as possible. Russ will act in a dual role until the HR position is filled.



Congratulations, Russ!

CORRECTION !!

Dennis Devous with Riverside Contracting was misidentified in November’s DBE newsletter. Dennis Devous attended October’s DBE Networking Session. Thanks again Dennis for participating.



MONTANA DBE COMPANY MONTHLY UPDATE

Newly Certified DBE Companies

Current Transportation Solutions	Lisa Ballard	Bozeman	MT	Consultant-Transportation Development Plans, Policy & Coordination; Consultant Transportation Planning, Consulting-Evaluation Plans
TLP-EPL Enterprises dba Epcon Lab	Guadalupe Diaz	Santa Teresa	NM	Manufacture & Supply Materials; Regular Dealer of Optical Goods/Eyewear; Manufacturer of Optical and Safety Lenses

Re-Certified DBE Companies

AM Tech Services	Annell E. Fillinger	Helena	MT
Apple Valley Backhoe Service	Milton 'Nubby' Peterson	Black Eagle	MT
Arrow Striping & Manufacturing, Inc.	Kymm Stark	Billings	MT
B & B Diversified Materials	Beverly Christensen	Fairfield	CA
Bailey Paving, Inc.	Joesph Bailey	Belgrade	MT
Bernard Pease Masonry, Inc	Bernard Pease	Billings	MT
C & C Excavation, Inc.	Carol Bachini-Wood	Havre	MT
C. Montagne, Public Health Consultant	Claudia Montagne	Helena	MT
CJM Construction Co., LLC	Cynthia C. Moore	Las Vegas	NV
Clancy Consultants, Inc.	Ann Clancy	Billings	MT
Cole Acoustics	Jamee Cole	Whitefish	MT
Crooked Fork Fencing, Inc.	Kella Babcock	Lolo	MT
Custom Fencing & Welding, Inc.	Diana Youngquist	Sidney	MT
Doherty & Associates	Karen Doherty	Boise	ID
E2 Concrete Construction	Kenneth Espinosa	Miles City	MT
Eagle Rock Timber, Inc.	Rick Gokey	Idaho Falls	ID
Ethnoscience, Inc.	Lynelle A. Peterson	Billings	MT
Exeltech Consulting, Inc.	Santosh Kuruvilla	Olympia	WA
G & L Painting & Drywall	Earl LaRoque	Lincoln	MT
Hyalite Environmental, LLC	Christina Thelen	Bozeman	MT
JCT Construction, LLC	Janet Charbonneau	Ballantine	MT
Jares Fence Company, Inc.	Bonnie K. Jares	Billings	MT
Johnson Trucking	Terry Johnson	Mission	SD
KM Construction, Inc.	Karen Moore	Bozeman	MT
Kootenai Surveyors, Inc.	S. Manon Hughes	Libby	MT
Mackey Construction, Inc.	Patricia Hout-Mackey	Miles City	MT
Mountain States Title Services	Jamie Canfield Harwell	Helena	MT
Peaks To Plains Design	Jolene Rieck	Billings	MT
Phillips Construction	Patricia Phillips	Great Falls	MT
Redd's Prints & Signs, Inc.	Donna 'Redd' Szillat	Billings	MT
Smith Paving & Contracting Enterprises, Inc.	Larry Smith	Polson	MT
Solid Network Solutions, LLC	Maria Curcio	Freehold	NJ
Three Way Construction	Joseph Raya	Black Eagle	MT
Turner and Associates	M. Josh Turner	Helena	MT

MDT HIGHWAY CONSTRUCTION PROJECTS - CONTINUED

Invitation for Bids, Letting of January 27, 2005

14. **Springhill Road - State Project No. SFCS 411-1(6)6** - Seal and cover on the Springhill Road project in Gallatin County. The Disadvantaged Business Enterprises' contract goals are 0.0%.
15. **2000 – Guardrail – West of Belt - Federal Aid Project No. STPHS 331-1(4)0** - Guardrail and signing on the 2000-Guardrail-West of Belt project in Cascade County. The Disadvantaged Business Enterprises' contract goals are 0.0%.

More MT Contracting Opportunities

We try our best to notify you of other bid opportunities but please be aware that we may not be able to always give this information in a timely manner; therefore, listed below is the Website address of these opportunities where you can look for this information at any time on your own. Please note that information on these websites changes daily. You might want to make these sites a ‘favorite’ on you Internet page.

055270CSW, Tree Planting, Department of Natural Resources & Conservation, Bid Due Date: January 27, 2005
<http://www.discoveringmontana.com/doa/GSD/osbs/Results.asp?List=All>

MT Department of Transportation—<http://www.discoveringmontana.com/doa/GSD/osbs/Results.asp?List=All>
307369, Epoxy Striping, Great Falls Division..... Bid Due Date: January 27, 2005
307370, Epoxy Striping Missoula District Bid Due Date: January 25, 2005
307374, Epoxy Paint Striping Butte Division Bid Due Date: January 26, 2005
307376, Epoxy Paint Striping Lewistown Division Bid Due Date: Feb 1, 2005,
307373, Production & Lay down of Plant Mix Materials Four
Corners to Highwood..... Bid Due Date: Jan. 25, 2005

Federal Highway Administration Western Federal Lands Highway Division, DTFH70-05-R-00001, Four Indefinite Delivery, Indefinite Quantity Contracts for Architect-Engineer (A/E) Services for engineering services related to the design of roads and bridges in the states of Alaska, Idaho, Montana, Oregon, Washington, and Wyoming. Bid Due Date: March 8, 2005. Marili Reilly,(360)619-7520, contracts@mail.wfl.fhwa.dot.gov <http://www.wfl.fhwa.dot.gov/edi/ae.htm>
<http://www2.eps.gov/spg/DOT/FHWA/WFL/DTFH70%2D05%2DR%2D00001/listing.html>

The City of Billings Parking Division is soliciting proposals from qualified Consultants to provide architectural and engineering design services for the following projects: Park II Garage Expansion and Condition Audit Repair work. Proposals must be received prior to 5:00 PM on Friday, January 28, 2005. <http://ci.billings.mt.us/Online/rfp.php>

Livingston Depot Improvement Project, CTEP Project, Demolition, Structural modifications and repairs, masonry repairs, roofing, and mechanical and electrical system improvements. Bid Due Date: January 21, 2005, DBE Goal is 0%. Plan available at O2 Architects 406-259-7123 or Billings, Helena or Bozeman Builders’ Exchanges.

Quote of the Month

"Motivation is everything. You can do the work of two people, but you can't be two people. Instead, you have to inspire the next guy down the line and get him to inspire his people. "
Lee Iacocca

MDT HIGHWAY CONSTRUCTION PROJECTS
Invitation for Bids, Letting of January 27, 2005

Sealed bids on the following projects will be received by the Montana Department of Transportation-Highways Division, Contract Plans Bureau, Room 101, 2701 Prospect, Helena, Montana until 9:00 a.m. on January 27, 2005, the bids being publicly opened and read thereafter at 10:00 a.m. in the Department's auditorium.

Bid proposals, plans, cross-sections, dirt runs & erosion control plans if available, and full instructions to bidders are on file for examination and may be obtained from the Contract Plans Bureau. These documents may be requested by FAX (406)444-7236, (see enclosed order form) by mail or by calling (406)444-6216, 6212, 6215 or TTY 444-7696. All bid documents are available for downloading and/or printing at no charge at the following web site: <http://www.mdt.state.mt.us/contract/> under the “Letting Info” dropdown and “Bid Packages” link. Additional bid letting information is also available on this web site.

- 1. **Epsie – East & West - Federal Aid Project No. NH 37-3(11)85** - Grade, gravel, plant mix bituminous surfacing, drainage, fence, seeding and striping. The Disadvantaged Business Enterprises' contract goals are 4.0%.
- 2. **Bitterroot River – North of Hamilton - Federal Aid Project No. NH 7-1(98)49 F** - Reinforced concrete bridge with TYPE M-72. The Disadvantaged Business Enterprises' contract goals are 0.0%.
- 3. **USRS Canal – 13 km NE of Augusta - Federal Aid Project No. BR 9-2(10)47** - Prestressed concrete beam bridge over USRS Canal, as well as grading, gravel, plant mix surfacing, seal and cover, drainage, fencing and pavement markings. The Disadvantaged Business Enterprises' contract goals are 0.0%.
- 4. **Medicine Lake – East State Project No. SFCS 573-1(1)0 - Medicine Lake – East** Consists of plant mix overlay and seal. The Disadvantaged Business Enterprises' contract goals are 0.0%.
- 5. **East of Brady – East State Project No. SFCS 365-1(6)1** – Plant mix bituminous surfacing, leveling, and seal. The Disadvantaged Business Enterprises' contract goals are 0.0%.
- 6. **Daniels County Line – North State Project No. SFCS 251-2(5)32 - Plant mix overlay, leveling, and seal & cover.** The Disadvantaged Business Enterprises' contract goals are 0.0%.
- 7. **Dayton – Lake Mary Ronan - State Project No. SFCS 352-1(6)0** - Consists of overlay, seal & cover. The project begins within the Flathead Indian Reservation and exits the reservation at RP 1.384. The entire project is within Lake County. The Disadvantaged Business Enterprises' contract goals are 0.0%.
- 8. **Junction MT 78 – Southwest - State Project No. SFCS 419-1(11)0** - Crack sealing, seal & cover and pavement markings in Stillwater County. The Disadvantaged Business Enterprises' contract goals are 0.0%.
- 9. **2001 – D5 – Electrical - Federal Aid Project No. STPU-NH-STPP-STPS 0002(710)** - Involves the upgrade of various electrical systems in the Billings District. The Disadvantaged Business Enterprises' contract goals are 0.0%.
- 10. **Big Hole River – 3 km SW of Jackson - Federal Aid Project No. BR 9001(47)** - Bridge replacement and approach work on a local bridge, which crosses the Big Hole River on a gravel road west of the Town of Jackson in Beaverhead County. The Disadvantaged Business Enterprises' contract goals are 0.0%.
- 11. **Corvallis – East & West - State Project No. SFCS 373-1(6)0** - Plant mix bituminous surfacing overlay and seal and cover. The Disadvantaged Business Enterprises' contract goals are 0.0%.
- 12. **Junction US 12 – South - State Project No. SFCS 381-1(5)0**- Cold milling, plant mix surfacing, seal & cover and pavement markings. The Disadvantaged Business Enterprises' contract goals are 0.0%.
- 13. **Pompeys Pillar Interchange – West - State Project No. SFCS 568-1(16)0** - Plant mix bituminous surfacing and seal and cover. The Disadvantaged Business Enterprises' contract goals are 0.0%.

As Read MDT December 2, 2004 Bid Letting

Project No.	Prime Contractor	Low Bid	DBE Participation \$ / %	
STPP-NH 52-1(20)0 Polson East	Riverside Contracting, Inc.	\$ 15,182,258.15	\$ 1,077,695	7.1
STPHS 5809(19) Safety Improvement—North of Helena	Helena Sand & Gravel, Inc.	\$ 1,616,872.14	\$ 163,548	10.1
BR 86-1(25)3 Bridger Creek—3 KM NE of Bozeman	Sletten Construction Co.	\$ 865,078.75		
STPP 43-1(21)21 Slide Repair –NE of Hilger	M K Weeden Construction, Co.	\$ 494,643.34		

MDT—MSU CONFERENCE



Subcontractors and MDT discuss project communication and DBE Program.



Jake Goettle,
MDT Environmental
Services



Jim Phillips—MDT Civil Rights Bureau presenting
Certified Payroll Training



Leslie Wootan, DBE Program Manager



Rebecca Johnson ,
DBE Supportive
Services Manager

Student Internship Program for DBE Companies

Barb Beck with Beck Consulting in Red Lodge, Montana recently participated in the student internship program that DBE Supportive Services sponsored.



She worked with Todd Hutton, a student from Rocky Mountain College in Billings, Montana. Todd conducted a communication systems analysis and produced a business newsletter. The analysis provided Barb with a research report describing possible communication systems options for her business to consider. Here is what Barb had to say about utilizing the internship program for her business:

Barb was very pleased with the results. Would Barb do it again? "Absolutely!"

She thought it took a little more of her time than she first expected but it was well worth it. She was very happy with the end products. They were projects she would never have completed if not for the student internship.

Todd added a lot to the projects by bringing knowledge of the subject areas that Barb did not have. It is vital to the success of the internship that the business clarify its needs. Make your expectations to the student very clear – have a specific end product and time frame in mind.

It helped that DBE Supportive Services office provided the legwork to get the students from different universities lined up so I could select a student and get going with the project right away. It is very important to keep in mind the university schedule of when most students are available for an internship. The requests should coincide with when students are looking for internships to provide the companies with more students

Companies should consider how they would like to hire the student; as an hourly wage employee or an independent contractor. Beck contracted with Todd to do the work with a written agreement outlining their arrangement. The projects took about three months to complete.

It is vital for the student to work on a specific project with an end product in mind, rather than hiring the student to fill in at the office.

Need Some Help??

What about having a Student Intern help at your business?

DBE Supportive Services is offering Montana DBE companies the opportunity to have a student work on a specific project. There is up to \$2,500 available for each internship, paying 75% of student wages.

Students can help companies with projects such as:

- your tailored projects
- marketing or business plan
- company marketing brochures/newsletter
- database development
- web site design
- computer system development

If interested, call Rebecca **today** for further details. We have students ready, willing and able to participate in this program.



E-mail address changed !

As of January 2, 2005 all state e-mail addresses will end with @mt.gov.

Sample: rejohnson@mt.gov
(Rebecca Johnson)

e-mail will be accepted for both name@mt.gov and name@state.mt.us until December 2005.

Starting January 1, 2005, all printed materials (letterhead, envelopes, business cards, brochures, other marketing and informational materials) will have the new web and e-mail addressing:

name@mt.gov and www.mdt.mt.gov

Please take this opportunity to change your records to reflect the **NEW** e-mail address.



Leslie Wootan
DBE Program Manager

No Longer Acting

Both Leslie Wootan and Alice Flesch have recently been hired into permanent state job positions.



Alice Flesch
ADA Coordinator

TEAMING ?

COMMUNICATION/COOPERATION

(article submitted by Josh Turner, Turner & Associates;
edited by Rebecca Johnson)

Teaming—a fairly new way of working that hit the business world big time in the early 1990s as companies faced increasing competition and decreasing profits. Most often applied to groupings of employees within a company, teaming also is generating interest (and in some cases profits) for groupings of companies themselves.

In the broadest sense, teaming is communicating and cooperating with others which could result in increasing your earnings and expanding your opportunities in our competitive and complex global marketplace. Teaming can be as simple as networking with other folks to promote one another's success or as complicated as forming a virtual corporation—a temporary network of independent companies that come together quickly to exploit fast-changing opportunities and, linked by information technology, share skills, costs, and access to one another's markets. (*Newsweek* magazine, February 1993).

Teaming certainly was not invented in the 1990s. The film industry has been using a virtual corporation model for decades, with various specialty companies from casting to catering coming together in different configurations for different films. The highway construction industry model of prime contractor and subcontractors also is a teaming model that evolved in response to the limited duration and broad scope of activities required to complete the task.

But other businesses, particularly small businesses and independent contractors, are only now beginning to recognize that the flexibility and cost-savings inherent in teaming are not only for big business and large corporations. In most cases, teaming addresses conflict with cooperation and benefit.

Today, small businesses and independent consultants across a wide range of disciplines routinely team up to compete against or team with the big guys for government contracts or to provide crucial services to their communities. For example, doctors, hospitals, and research centers are teaming to provide specialized medical expertise to small, remote communities; and, the United States Air Force even has a Teaming Center web site for small and disadvantaged businesses to lead or join bidding teams.

DBE Supportive Services is planning a workshop in early 2005 to inform participants of the "Teaming" concept.

More details to come.



NOTICE TO THE PUBLIC DISADVANTAGED BUSINESS ENTERPRISE (DBE) GOAL FOR MISSOULA INTERNATIONAL AIRPORT

Missoula Airport is soliciting public comment with regard to the proposed DBE goal of 9.65% for all FAA-AIP funded projects in Fiscal Year 2005. Overall goal submission to the DOT will include a summary of information and comments received during this public comment process.

The proposed DBE goal and its rationale will be available for inspection during normal business hours at Missoula Airport, 5225 Hwy 10 W, Missoula, MT 59808. The proposed goal will be available for inspection for 30 days following the date of this notice. Missoula Airport and the DOT will accept comments on the goal for a period of 45 days from the date of this notice. Written comments will be accepted at the above address.

DBE COMPANY SPOTLIGHT



Nubby Peterson

Apple Valley Backhoe Service



Elaine Arterburn – DBE Supportive Services
assisting Shirley Peterson - Apple Valley
Backhoe Service